Phoenix Union High School District

Resolution to Advance Equity and End Systemic Racism

WHEREAS, the Phoenix Union High School District has a duty to ensure that all students, employees, and community members have a quality and safe school environment,

WHEREAS, the Phoenix Union High School District serves a diverse student body and community, where 93% of students are of color,

WHEREAS, the Phoenix Union High School District serves more African American youth than any school system in Arizona,

WHEREAS, the Phoenix Union High School District serves more Native American youth than any non Reservation-based school system in Arizona,

WHEREAS, Arizona Latino students are the fastest growing demographic block in the state, representing 46% of the overall student population and 83% of our school district population,

WHEREAS, many of the students, employees, and community members of the Phoenix Union High School District are immigrants,

WHEREAS, Arizona low-income families and communities of color have been disproportionately impacted by inequitable policies, practices and programs for far too long. These inequities have spanned issues like education, workforce development, housing, immigration, healthcare, and have resulted in large populations of disconnected and disengaged youth of color in our state,

WHEREAS, racial injustice and systemic racism persist in our country and community, to the harm of our students, employees, and community members,

WHEREAS, law enforcement and criminal justice systems have a disproportionate negative impact on communities of color,

WHEREAS, the killings of Eric Harris, Anthony Hill, Oscar Grant, Aiyana Jones, Rekia Boyd, Eric Garner, John Crawford, Michael Brown, Dontre Hamilton, Akai Gurley, Laquan McDonald, Tamir Rice, Antonio Zambrano-Montes, Lavall Hall, Freddie Gray, William Chapman, Sandra Bland, Sam Dubose, Jamar Clark, Mario Woods, Greg Gunn, Alton Sterling, Philando Castile, Korryn Gaines, Terence Crutcher, Keith Lamont Scott, Alfred Olango, Deborah Danner, Terrence Coleman, Jocques Clemmons, Walter Scott, Jordan Edwards, Charleena Lyles, Stephon Clark, Antwon Rose, Botham Jean, Atatiana Jefferson, Dreasjon Reed, Breonna Taylor, George Floyd, Antonio Arce, Dion Johnson, Muhammad Muhaymin, Rumain Brisbon, and hundreds of others have highlighted the need to eliminate racially-biased police violence,

WHEREAS, police presence can be a source of fear and trauma, especially for students of color,

WHEREAS, interactions with law enforcement can jeopardize the legal status of immigrants,

WHEREAS, other urban districts around the country have eliminated their school resource officer program and have invested in other safety programs,

WHEREAS, the Phoenix Union High School District has made intentional efforts and investments to create an equitable learning environment,

WHEREAS, ending systemic racism extends to many facets of public schools, including curriculum, school discipline, employment, and others,

WHEREAS, Phoenix Union values, honors, respects and loves every student, family and employee who call our district home. We hold a firm belief that all students can graduate high school, obtain a college degree or postsecondary certificate and earn a living wage career, when their families and local communities are provided the appropriate resources to support their success,

WHEREAS, Phoenix Union is committed to advancing equity in the state of Arizona by practicing it locally in our district.

NOW, THEREFORE, be it resolved by the Governing Board of the Phoenix Union High School District that:

The District commits to ending systemic racism and building equitable schools for all students, employees, and community members,

The District proudly supports the Black Lives Matter movement,

The District will not renew an intergovernmental agreement with the Phoenix Police Department for school resource officers,

This Governing Board will not sign an intergovernmental agreement with the Phoenix Police Department for school resource officers in the future,

The District will not accept grant funds from the federal or state government to fund school resource officers,

The District will create a participatory budgeting process to allocate $1.2 million in funding for the purposes of school safety and parent engagement, including the reallocation of Title I funds as well as the funds directed to school resource officers in the 2020-2021 budget, with $500,000 to be allocated to a student-driven process, $500,000 to a staff-driven process, and $200,000 to a parent-driven process,

The District renews its commitment to ending the school to prison pipeline by providing a safe, secure, equitable learning environment for our students, employees, and community members,

The District renews its commitment to providing social and emotional supports for students, by continuing to invest in counselors, social workers, student liaisons, community liaisons, and psychologists,

The District will be a leader in redefining safety on our campuses by actively dismantling systems of oppression,

The District renews its commitment to ethnic studies curriculum and the inclusion of diverse viewpoints in curriculum, including Black, Indigenous, and People of Color viewpoints and authors,

The District renews its commitment to recruiting and retaining diverse employees and creating an inclusive workplace,

The Governing Board and Superintendent adopt an Equity framework to ensure we are practicing equitable decision-making processes. The Equity framework will ensure we ask critical questions, assess our data, and engage the community and key stakeholders in our decision-making processes,

Finally, the Phoenix Union High School District calls on all government institutions to dismantle systemic racism by analyzing their laws, policies, and practices and making necessary changes.

Adopted this 3rd day of September, 2020, the Governing Board voted at a duly called meeting which a quorum was present with 7 in favor, 0 against, 0 abstained from above resolution.

Phoenix Union High School District No. 210

By: _____
Its: Governing Board President

Attested by: _____
Governing Board Clerk